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USA Staffing Reporting & Analytics

Applicant Flow Data Workgroup Meeting

January 17, 2018

Agenda

- **Applicant Flow Data in the USA Staffing Upgrade**
- Interim MD-715 A7 Report



- Interim MD-715 Detail Report (Custom)
- **Open Q&A and Demo**



USA Staffing Upgrade AFD Status

The technical team is in the process of completing the **redesign of**

Applicant Flow Data in the USA Staffing Upgrade Interim Upgrade AFD • Basic vacancy attributes in a flat structure

A limited set of data based on the USA Staffing Upgrade for FY 2017 MD-715 reporting

- Data loaded for FY 2017



USA Staffing Upgrade data,
optimized for trending and analysis

- Includes all applications submitted in FY 2017 for Vacancies where all certificates have been audited and the announcement was not Open

- Additional vacancy, announcement, and application attributes in a starschema structure
- Data loaded daily for all applications for vacancies where all certificates have been audited and the announcement is not Open

Redesigned Upgrade AFD



A complete redesign of AFD based on



Interim Upgrade AFD

- AFD
 - Vacancy Staffing Organization
 - Vacancy Staffing Office
 - Vacancy Number
 - Announcement Number
 - Announcement Control Number
 - Announcement Close Date
 - Application Last Submitted Date
 - Qualified Indicator
 - Referred Indicator
 - Selected Indicator
 - Sex
 - Hispanic
 - Native
 - Asian
 - Black
 - Hawaiian
 - White
 - RNO Category
 - Disability Indicator
 - Disability Codes

- Customers
 - Vacancy Customer Name
- Grades
 - Grade
- Occupational Series
 - Series

Interim Upgrade AFD Data Model

Data model that allows users to create custom reports

USA Staffing Upgrade: Team Content – USA Staffing Packages and Folders – Applicant Flow Data – Interim Upgrade AFD

Data is available for all vacancies where all associated certificates have been audited and the announcement is not open



Interim Upgrade AFD

All application records in the vacancy will be present in the dataset

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Interim Upgrade AFD

USA Staffing® 📄 ✎ ↶ ↷ ▶ 🏠 Interim MD-7

Series: 0201

Sex	RNO Category	Total Applications	Qualified Applications	Referred Applications	Selected Applications
Female	American Indian or Alaska Native	1	1	1	0
	Two or More Races	3	3	0	0
	American Indian or Alaska Native	6	6	4	2
Male	Asian	5	5	4	1
	Black or African American	3	3	3	0
	Hispanic or Latino	11	11	8	4
	Two or More Races	8	8	2	0
	White	7	6	5	1
NP	Omitted	303	252	178	92



Interim Upgrade AFD

Interim MD-715 A7 Report

A summary report that aggregates application counts by Sex and Race/Ethnicity and Occupational Series

USA Staffing Upgrade: Team Content – USA Staffing Packages and Folders – Applicant Flow Data – Interim Upgrade AFD – Interim MD-715 A7 Report

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Interim Upgrade AFD

USA Staffing® New report

Vacancy Staffing Organization	Vacancy Staffing Office	Vacancy Number	Announcement Number	Announcement Control Number	Announcement Close Date	Application Last Submitted Date	Qualified Indicator	Referred Indicator	Selected Indicator	Sex	Hispanic	Native	Asian	Black	Hawaiian	White	RNO Category
Office of Personnel Management	Office of Personnel Management HRO	10006007	17-200-PSF-MP	465143900	03/15/2017	03/03/2017	Yes	Yes	No	Male	N	N	N	Y	N	N	Black or African American
Office of Personnel Management	Office of Personnel Management HRO	10006544	17-205-SWA-DE	465948500	03/29/2017	03/21/2017	Yes	Yes	No	Male	N	N	N	N	N	Y	White
Office of Personnel Management	Office of Personnel Management HRO	10006154	17-202-PSF-MP	465320000	03/17/2017	03/08/2017	No	N									
Office of Personnel Management	Office of Personnel Management HRO	10006154	17-202-PSF-MP	465320000	03/17/2017	03/09/2017	Yes	Y									

← RNO Category, Sex, and Qualified, Referred, Selected Indicators

New report

Disability Indicator	Disability Codes	01-Deaf or Serious Difficulty Hearing?	02-Blind or Serious Difficulty Seeing?	03-Missing Extremities?	04-Total Paralysis?	07-Significant Psychiatric Disability?	08-Intellectual Disability?	11-Dwarfism?	12-Epilepsy or Other Seizure Disorders?	Targeted Disability?	Disability?	No Disability or Not Identified?
N	99	0	0	0	0	0	0	0	0	0	0	1
N		0	0	0	0	0	0	0	0	0	0	1
N	99	0	0	0	0	0	0	0	0	0	0	1
N	99	0	0	0	0	0	0	0	0	0	0	1
Y	07, 13, 37	0	0	0	0	1	0	0	0	1	1	0

Disability responses broken out into individual columns

Interim MD-715 Detail Report

An application-level report that can be utilized to complete the A7 and B7 tables based on USA Staffing Upgrade data



Interim Upgrade AFD

Contact Caleb Judy (caleb.judy@opm.gov) if you are interested in this report

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Disability Reporting (B Tables)

- The MD-715 Detail Report (Legacy) breaks out the Disability field into individual columns for Targeted Disabilities required for the B tables

- An updated crosswalk between Demographic Information on Applicants (AFD), MD-715, and SF 256 codes for Targeted Disabilities is provided on this slide

- The full crosswalk for all disability responses can be found on the USA Staffing Resource Center:
<https://help.usastaffing.gov/US>

Applicant Flow Data Disability Codes (Applicants) https://www.eeoc.gov/federal/upload/Applicant_Tracking_Form_2-19-2014-2.pdf		MD-715 B7 Disability Reporting Requirements	SF 256 Disability Codes (Hires) https://www.opm.gov/forms/pdf_fill/sf256.pdf		
USAJOBS AFD Col	Demographic Information on Applicants (OMB No. 3046-0046)	MD-715 B7 Targeted Disability Descriptions	SF 256 Code	SF 256 Description	SF 256 Category
01	Deaf or serious difficulty hearing	Deaf or Serious Difficulty Hearing	19	Deaf or serious difficulty hearing, benefiting from, for example, American Sign Language, CART, hearing aids, a cochlear implant and/or other supports	Targeted Disability or Serious Health Conditions
02	Blind or serious difficulty seeing even when wearing glasses	Blind or Serious Difficulty Seeing	20	Blind or serious difficulty seeing even when wearing glasses	Targeted Disability or Serious Health Conditions
03	Missing an arm, leg, hand, or foot	Missing Extremities	31	Missing extremities (arm, leg, hand and/or foot)	Targeted Disability or Serious Health Conditions
04	Paralysis: Partial or complete paralysis (any cause)	Total Paralysis	60	Partial or complete paralysis (any cause)	Targeted Disability or Serious Health Conditions
07	Significant Psychiatric Disorder: for example, bipolar disorder, schizophrenia, PTSD, or major depression	Significant Psychiatric Disability	91	Significant Psychiatric Disorder, for example, bipolar disorder, schizophrenia, PTSD, or major depression	Targeted Disability or Serious Health Conditions
08	Intellectual Disability (formerly described as mental retardation)	Intellectual Disability	90	Intellectual disability	Targeted Disability or Serious Health Conditions
11	Dwarfism	Dwarfism	92	Dwarfism	Targeted Disability or Serious Health Conditions
12	Epilepsy or other seizure disorder	Epilepsy or Other Seizure Disorders	82	Epilepsy or other seizure disorders	Targeted Disability or Serious Health Conditions
Blank	Records where a disability is not claimed	Not Identified	01	I do not wish to identify my disability or serious health condition	Other Options
N/A	Currently not available in USA Staffing	No Disability	05	I do not have a disability or serious health condition	Other Options



[ASUpgResCtr/index.php/Reports and Analytics](ASUpgResCtr/index.php/Reports_and_Analytics)

Open Q&A/Demo



Contacts

Please contact us if you have questions or need assistance

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- Department of Defense
- Social Security Administration
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- Office of Personnel Management
- Department of Veterans Affairs
- Department of the Interior
- Small and Independent Agencies



